

STATE OF IDAHO
DEPARTMENT OF WATER RESOURCES



WATER DISTRICT NO. 37 & 37 M

Shoshone, Idaho 83352
(208) 886-2451

Watermaster

David Murphy
Deputy Watermaster, District 37
Upper Big Wood River

April 12, 2007

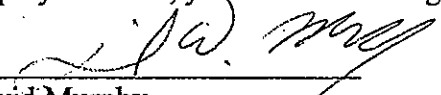
David:

In the last few days I have received comments from water users concerning your work attitude. Comments describe you as being "arrogant" and "overbearing" at times. I have received similar comments about you over the last two years, but have declined to take action because I appreciate your enthusiasm and realize that in a position of enforcement we may sometimes alienate people with our decisions. Unfortunately the complaints have become too numerous to avoid.

I am reminding you of our positions as public servants. We are here to serve the public and our attitudes should reflect that service. Our positions require a delicate mixture of authority and enforcement as well as public relations. We must remember that we merely manage the users' water and they pay our paycheck.

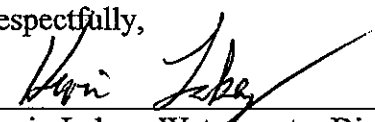
It is my goal to manage this Water District with cooperative professionalism between all employees as well as between the Water District and its water users. I value you as an employee, but you must temper your enthusiasm with an attitude of service. Therefore, when you interact with the public I am asking you to use professionalism, courtesy and respect at all times.

As recognition that you have read this letter and understand that it will be placed in your employment file, you are asked to sign below.



David Murphy
Deputy Watermaster, Upper Big Wood River

Respectfully,



Kevin Lakey, Watermaster District 37